

DOT HUMAN CAPITAL IMPLEMENTATION PLAN: LEGACY PROGRAM

LEGACY PROGRAM

STANDARD 3: Leadership and Knowledge Management

CRITICAL SUCCESS FACTOR: Leadership Planning and Implementation (SES, managers, and supervisors). The organization identifies leadership competencies, establishes objectives and strategies to address them, and defines performance expectations.

MEASURE: New senior managers benefit from knowledge captured from top-performing predecessors.

MILESTONE	TARGET DATE	STATUS ¹	COMMENTS
		●-C ▼-OT ●-D	FIRST QUARTER FY 2003
Identify methodology for capturing critical knowledge of top performing senior managers	November 2002	●	A variety of methodologies identified. Currently analyzing various approaches to determine best fit for DOT. Pilot program for FHWA Division Administrators scheduled for end of first quarter.
Formulate and prepare documentation for acquiring vendor support for this effort	December 2002	▼	Investigating no cost or shared cost solutions with internal OAs for second quarter FY03. Evaluation results from the FHWA pilot will also lend credence to our overall approach.
Develop a project leadership knowledge sharing plan including identifying top performing senior managers in mission critical occupations who can share knowledge (e.g., intermodal or occupation specific)	January 2003		
Begin pilot activities associated with legacy project (e.g., vendor acquired; target group identified)	February 2003		
Preliminary results shared to prepare agency plan	May 2003		

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)

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MILESTONE	TARGET DATE	STATUS ¹	COMMENTS
		●-C ▼-OT ●-D	FIRST QUARTER FY 2003
Evaluate effectiveness of legacy program and brief TELI Advisory Board to make improvements	July 2003		

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)